# ORSA Advisory Committee HRC Briefing

16 September 2004

# FA49 – Ops Research/Systems Analyst

## AGENDA

- Officer Assignment Policy
- FA49 Officer Distribution
- The Dynamic Distribution System (DDS)
- BQ CPT Positions
- FY04 LTC Selection Board Summary

# FA49 Assignment Policy

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## OPMD Guidance

- Man to priorities established in HQDA published manning guidance.
  - GWOT
    - » Deployed forces
    - » Forces preparing to deploy
  - Army transformation
    - » Modularity
      - Transforming units
      - Elements key to transformation (UAMBL, Futures Center, etc.)
    - » Force Stabilization: unit focused stability
  - Elements designated Manning Priority 1 by either policy or law
  - All other units

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## OPMD Manning Priorities

**By Law**
- AC/RC @ 90%
- Acquisition Corps

**1** 70% of authorizations

**2** 30% of authorizations

**GWOT**
- Deploying Forces
- Deployed Forces
- Reset Forces
- ARCENT FWD
- USASOC (-)
- DA Special Roster
- GWOT DMO

**The Way Ahead**
- SBCTs
- TRADOC(-)
- TWA DMOs

**Troops**
- EUSA
- Old Guard

**By Policy**
- Joint – JDAL
  - CENTCOM
  - NORTHCOM
  - Other JDAL
- DMO(-)
- Sec Army/Army Staff
- HRC
- TRADOC(-)
- USMA
- DAIG
- IET
- RTB

98-102% aggregate fill (97-102%)

TRADOC and sub-elements (97%) to 100% aggregate fill

**Troops (-)**
- USAREUR (-)
- FORSCOM (-)
- USARPAC (-)
- NETCOM (-)

90-95%

**TDA**
- JOINT Non-JDAL
- ARCENT (-)
- MDW (-)
- INSCOM (-)
- SMDC
- IMA
- ATEC

**TDA (cont.)**
- OTHERS NOT LISTED

68-87%

85-97% aggregate fill (68-87%)

Based on HQDA Active Component Manning Guidance for Fiscal Year 2004 and Beyond released 27 Feb 04

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## OPMD Guidance cont'd

- Minimize discretionary mov

"If an officer doesn't need to move, don't move him."

- Assignment priorities:
  - Needs of the Army (skills & experience)
  - Professional Development
  - Preference: tied to skills & experience, not location
- Eliminate officers in excess of authorizations
- Send BQ CPTs where needed
- Reduce FA officers working outside FA

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## FA49 Officer Distribution

*(Projected thru Jan 05)*

| FA49 | AUTH | O/H INV | #IN 49 AUTHS | #NOT IN 49 AUTHS | %NOT IN 49 AUTHS |
|---|---|---|---|---|---|
| COL | 30 | 49 | 30 | 19 | 38.8% |
| LTC | 148 | 197 | 167 | 30 | 15.2% |
| MAJ* | 231 | 240 | 173 | 67 | 27.9% |
| CPT(BQ) | 144 | 53 | 53 | 0 | |
| TOTAL | 553 | 539 | 423 | 116 | 21.5% |

| FA49 | Retire | PME | ACS | Other | %Other | Total |
|---|---|---|---|---|---|---|
| COL | 0 | 4 | 0 | 15 | 30.6% | 19 |
| LTC | 5 | 4 | 10 | 11 | 5.6% | 30 |
| MAJ | 5 | 2 | 32 | 28 | 11.7% | 67 |
| TOTAL | 10 | 10 | 42 | 54 | 11.3% | 116 |

All 28 officers designated FA49 within the last year

* Includes 30 YG94 CFD MAJs

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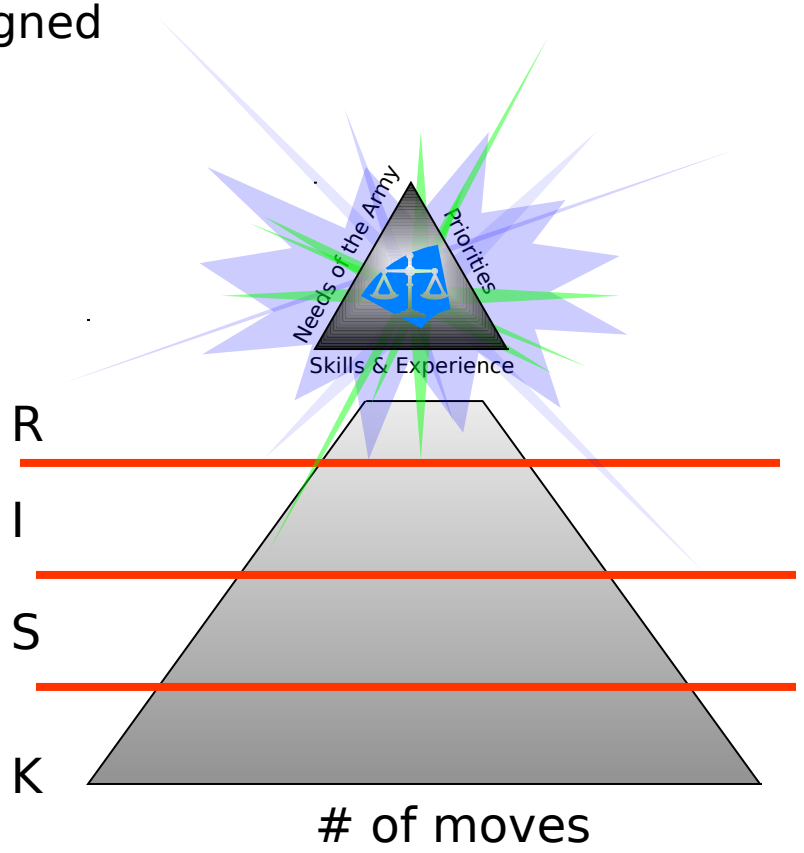
# Non-Discretionary Officer Move Criteria

- **R**e[illegible]

- **I**mbalance – Skills or grades not aligned with organization requirements or Army manning guidance
  *e.g. officer "promoted-out" of a location*

- **S**chool – To and from CSC/ILE, SSC, ACS, CF training

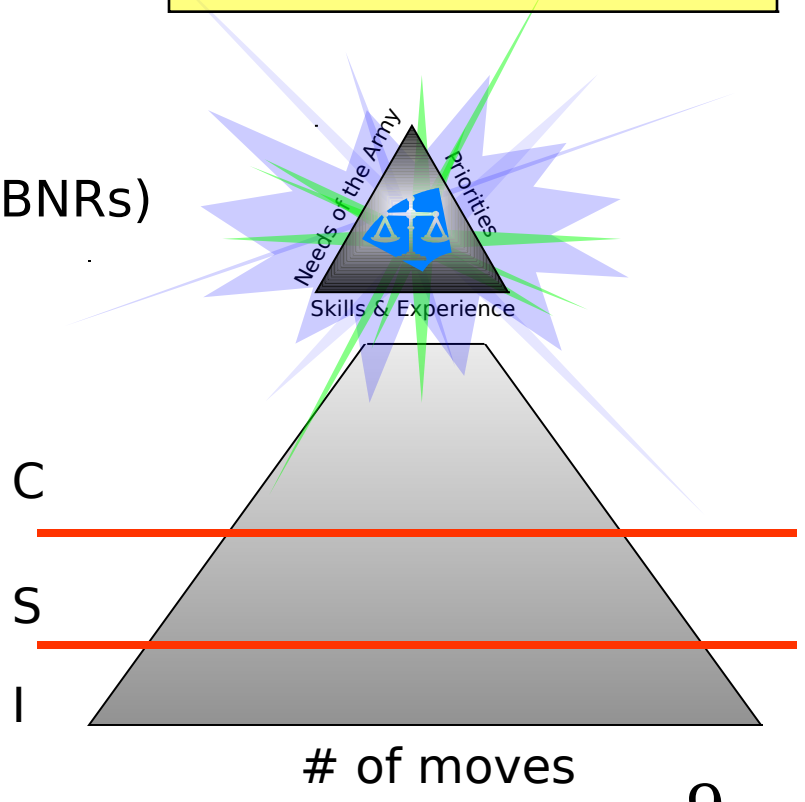
- **K**nown losses
  - DEROS
  - Joint tour complete
  - Sequential assignments



# Discretionary Officer Move Criteria

- **Career**
  - Next opportunity only exists elsewhere
  - Need new skill set (Joint, ARSTAF)
- **Skills**
  - Skills and/or experience desired/required elsewhere (e.g. BNRs)
- **Individual**
  - EFMP
  - Compassionate
  - Joint Domicile
  - Individual preference
  - HS Stab

***UNIT/ASSIGNMENT OFFICER/ACCOUNT MANAGER INPUT REQUIRED***

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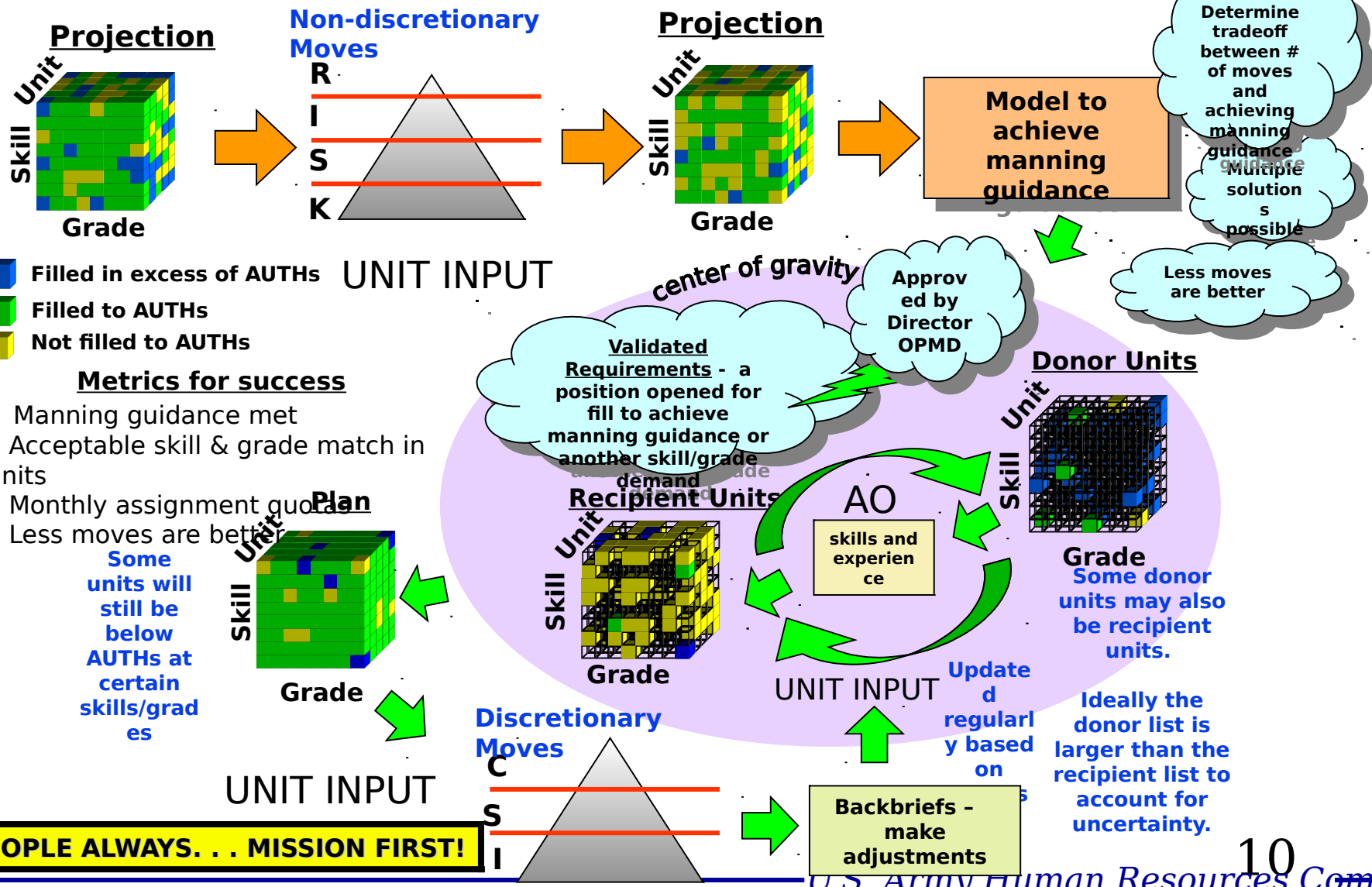


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# BQ CPT Positions

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## BQ CPT STATUS

| Functional Area BQ CPT FILL Rates | | | |
|---|---|---|---|
| Functional Area | Auths | Inv | Fill % |
| FA24 | 57 | 17 | 29.8% |
| FA30 | 30 | 5 | 16.7% |
| FA34 | 10 | 1 | 10.0% |
| FA40 | 14 | 6 | 42.9% |
| FA43 | 48 | 4 | 8.3% |
| FA45 | 61 | 24 | 39.3% |
| FA46 | 78 | 28 | 35.9% |
| **FA49** | **144** | **53** | **36.8%** |
| FA50 | 14 | 1 | 7.1% |
| FA52 | 9 | 10 | 111.1% |
| FA53 | 208 | 53 | 25.5% |
| FA57 | 16 | 3 | 18.8% |
| | | **AVG** | **31.9%** |

| FA49 BQ CPT Fill Rate | |
|---|---|
| FY03 | 51.4 |
| FY02 | 65.9 |
| FY01 | 69.4 |
| FY00 | 75.7 |

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# WAYS TO GET AT BQ CPT PROBLEM

- Eliminate Functional Area Designation(FAD)
  - Currently have 292 BQ CPTs designated FA49
  - 5190 BQ CPTs in inventory
  - Will greatly expand # of BQ CPTs from which we can recruit

  Note: OPMS III Review Council of Colonels recommended elimination of FAD Board
- Recode BQ CPT auths to NBQ CPT auths, if appropriate
  - 12,067 NBQ CPTs in inventory
  - Extends timeline for FA assignment

# SELECTION / PROMOTION SUMMARY

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## FA-49 FY04 LTC Board Statistics

***(Released 12 Jul 04)***

- **Above the Zone (YG 87 & Earlier)**
  - 4 selected out of 29 considered = 13.8 %

    (Compare to FY03: 4 of 31 = 12.9 %)

- **Primary Zone (YG 88)**
  - 26 selected out of 38 considered = 68.4 %

    (Compare to FY03: 36 of 42 = 85.7 %)

- **Below the Zone (YG 89)**
  - 2 selected out of 37 considered = 5.4

## FA-49 FY04 LTC Board Trends

- **Not being MEL-4 puts you at risk for promotion to LTC.**
  - **4 PZ officers were not MEL 4 – non selected (2 of 4 would have been promoted if MEL 4).**

- **The most important factor is the quality of your file under the 67-9 OER system.**
  - **It is not critical to have all 67-9 ACOM OERs (only 2 officers in the PZ had all ACOM reports).**
  - **Having less than one-third ACOM 67-9 OERs places you at risk for LTC.**
    - **10 of 38 PZ officers had less than one-third ACOM OERs in their file**

# QUESTIONS?